

Highly qualified candidates will possess a proven ability to quickly earn respect and credibility and have a history of willingly engaging a community in a variety of settings.

Demonstrated success in holding managers accountable and seeing initiatives through from

beginning to end is a critical leadership attribute. Prior experience working in a tourism/destination city will be an asset in this Department.

A Bachelor's degree in criminal justice, police/public administration or related field is required and a Master's degree is preferred. California POST certification in accordance with state law is required. The leadership of Buena Park is extremely interested in attracting candidates who are willing to make a long-term commitment to the City.

In addition to the above, those best suited for this position will possess the experience and leadership characteristics that reflect the following:

- A team player who displays concern for the entire City
- Exhibits an optimistic and confident attitude

- Strong, but fair manager of people
- Effective coach and mentor
- Engaging and articulate communicator
- Experienced at dealing with the media
- Displays uncompromising integrity and honor
- Supports creativity and problem solving at all levels
- Responsive to City Council and community concerns
- Encourages constant feedback and improvement

### COMPENSATION & BENEFITS

The salary for this position is currently under review and will be competitive. In addition, Buena Park provides an excellent benefit package.

### APPLICATION & SELECTION PROCESS

To be considered for this exciting opportunity, please submit a cover letter with current salary, resume and six professional references by **Friday, June 4, 2004**. Resumes should reflect both years/months of positions and assignments held, as well as size and scope of operations managed. Submit materials to:



Teri Black-Brann  
John Shannon  
Joseph Brann  
CPS EXECUTIVE SEARCH  
241 Lathrop Way  
Sacramento, CA 95815  
Tel 310.377.2612 Los Angeles  
Tel 916.263.1401 Sacramento  
Fax 916.561.7205  
E-mail: [resumes@cps.ca.gov](mailto:resumes@cps.ca.gov)  
Website: [www.cps.ca.gov/search](http://www.cps.ca.gov/search)

Following the final filing date, resumes will be screened in relation to the criteria articulated in this brochure. Candidates deemed to have the most relevant experience and credentials will undergo screening interviews with the consultants in mid-June. Buena Park will then select a smaller group of finalists to be interviewed. Following extensive background and reference checks, an appointment is expected to be made in early August.



## The City of Buena Park Is Seeking a Police Chief



# Buena Park POLICE CHIEF



# Buena Park - Center of the Southland

## THE COMMUNITY

Commonly referred to as the “Center of the Southland,” Buena Park is located in the western portion of Orange County, California, midway between Los Angeles and San Diego. The City is home to a diverse population of 80,000 and offers quality residential areas, excellent recreational and cultural facilities, and a stable economy within its 10.29 square miles.

Buena Park’s Entertainment Zone has been the scene of spectacular growth in tourism facilities in recent years. In its continuing tradition of popularity, Knott’s Berry Farm attracted over 3.6 million visitors to the City in 2002. Also contributing to Buena Park’s thriving tourism industry are Movieland Wax Museum, Medieval Times Dinner and Tournament, and Ripley’s Believe It or Not!. In addition to the various entertainment venues, the City is also home to the Los Coyotes Country Club, featuring one of the finest golf courses in Southern California and the Buena Park mall offers a variety of shopping options.

Buena Park continues to build upon its growth and prosperity by

remaining an ideal environment for industry and business. Within the City are roughly 100 highly diverse manufacturing and warehousing companies, including Alloy Die Cast, Georgia Pacific, Pepsi-Cola, Mead Packaging, Yamaha and Service Craft. Buena Park’s economic vitality is also sustained by a number of car dealerships.

Along with a rich selection of entertainment options, Buena Park is conveniently located near several well regarded academic institutions including the University of California, Irvine; California State University, Fullerton; and Chapman University. The University of Southern California and the University of California, Los Angeles are within a short distance. The Buena Park School District serves 6,100 kindergarten through eighth grade students throughout seven schools (six elementary schools and one junior high school). Buena Park High School falls under the jurisdiction of the Fullerton Joint Union High School District and serves a student population of nearly 2,000.



## CITY GOVERNMENT

Buena Park was incorporated in 1953 as a general law city and is governed by a Council-Manager form of government. The five members of the City Council are elected at-large on a non-partisan basis to four-year staggered terms; the Mayor and Mayor Pro Tem are selected annually by the Council. There is tremendous political stability within the community and Council Members enjoy an extremely professional and effective working relationship with one another as well as with City staff.

Greg Beaubien has served as City Manager for the past seven years. He has successfully created a highly collaborative and results-oriented management culture where department directors work closely with one another and operate as a true team. Turf wars and empire building do not exist in the organization, nor are they tolerated. There is an evident collective vision and commitment throughout the organization. Managers are given generous levels of autonomy and support for innovation, problem solving and reasonable risk taking at all levels.



## POLICE DEPARTMENT

The Buena Park Police Department (BPPD) is supported by 94 sworn, 50 civilian and 25 reserve personnel, and an annual budget of \$13.6 million (FY2003-04). Over the past decade, the Department has been extraordinarily effective at reducing crime by nearly 50 percent. This contemporary and highly responsive department is organized into two divisions – Operations and Support Services. The Department also benefits from the contributions of the Citizens Assisting Police (CAP’s) volunteer program in which members typically dedicate nearly 1,000 hours per year to police-related activities.

The Operations Division is overseen by one of two Captains and consists of the Patrol and Traffic Bureaus which encompass the Communications Unit, the Chaplain Program, Canine Unit, Problem Oriented Policing Team, Gang Unit, Computer Services Unit, Community Service Aide program, Police Service Aid program and the Reserve Police Officer Unit. The Division typically handles more than 24,000 calls for service annually.

Under the command of the Department’s second Captain, the Support Services Division is comprised of the Investigative

Services and Auxiliary Services Bureaus. The Support Services Division provides record keeping, processing, training, forensics and criminal investigations services so that uniformed officers can invest the majority of their time in the field. Having endured a high level of retirements three years ago, the Department is currently a relatively “young” organization. Historically, BPPD’s leadership has placed immense importance on training, and the Department consistently exceeds California POST requirements.

BPPD is considered to be a well resourced agency. The Department implemented a new CAD/RMS system within the last few months and new MDCs were installed in patrol cars within the last year. The Department is on a three-year hardware rotation program. Within the Civic Center complex, a new City Hall was dedicated in 2003. The complex includes adjacent land that has been secured for a modern police facility slated for the near future.

Consistent with the collaborative culture of the City, the

Department is a primary participant in the organization’s Neighborhood Improvement Task Force where quality of life issues and challenges are addressed in partnership with other city departments in a customized manner. The Task Force has been credited with dramatically transforming a multitude of neighborhoods over the past few years, contributing to the downward shift in crime and enhanced livability throughout Buena Park.

Detailed information regarding the Department and the City can be found on Buena Park’s website: [www.buenapark.com](http://www.buenapark.com)



## THE IDEAL CANDIDATE

The ideal candidate will be a contemporary-minded policing professional who has broad management and administrative experience in a municipal policing setting. He/she must possess a track record of working as a strong partner with city colleagues and external stakeholders. Management/ executive level experience in a similar size organization is highly desirable. Current or previous California experience will be considered favorably.